



Iowa Community Colleges

Performance Indicators

Alignment with Five-Year Plan

July 2006

Introduction

The Iowa State Board of education has asked for measures to indicate progress within the five-year plan framework. The performance indicators task force co-chairs, Dr. Janice Friedel and Dr. Robert Dunker developed proposed measures. The measures abide by the guiding principles of the performance indicators, and whenever possible attempt to utilize existing community college performance indicators.

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Five-Year Plan for the Community Colleges of Iowa

The **VISION**

The community colleges of Iowa will excel in meeting the individual learning and diverse community needs of Iowa, in preparing the 21st century workforce, and in growing Iowa and its economy.

The **MISSION**

The mission of the community colleges of Iowa in the 21st century is to provide exemplary educational and community services to meet the needs and enhance the lives of Iowans.

The **VALUES**

Overarching Value: The right of all Iowans to achieve their full potential through quality education.

1. Accesses and Opportunity
2. Responsiveness
3. Collaborative Relationships
4. Communities and Civic Responsibility
5. Local Control and Shared Responsibility

The **ROLE AND SCOPE**

The community colleges of Iowa offer a wide range of programs and services designed to meet the educational, economic, and community needs of Iowa's citizens.

1. College Credit Programs
2. Continuing Education Programs
3. Services and Programs for High School Students and Teachers
4. Developmental Education Programs
5. Adult Education Programs
6. Student Development Programs and Services
7. Economic Development Programs

Strategic Goals

1. *The community colleges of Iowa will provide high -quality, comprehensive educational programs and services accessible to all Iowans.*
2. *The community colleges of Iowa will develop high-skilled workers to meet the demands of Iowa's economy.*
3. *The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.*
4. *The community colleges of Iowa will demonstrate effectiveness and efficiency for achieving the system mission and goals.*
5. *The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.*

STRATEGIC GOALS

Goal #1: The community colleges of Iowa will provide high -quality, comprehensive educational programs and services accessible to all Iowans.

Initiatives:

- A. Establish programs and services to meet constituent needs through ongoing assessment and evaluation.
- B. Improve articulation of career/technical and arts and sciences programs across Iowa's education system (K-12, community colleges, independent colleges, and state universities) and collaborate to resolve articulation barriers in order to move toward a seamless education system.
- C. Develop and expand partnerships between local community colleges, other educational entities, K-12 districts, business, industry, workforce, economic development, and other state and federal agencies.
- D. Partner, as requested, with K-12 districts that provides alternative high school education as a means of providing greater opportunities for students.
- E. Expand programs to meet the needs of Iowans of all ages for developmental education, job training and retraining, and mandatory adult and community education in order to prepare them for success in education, the workplace, and the community.
- F. Provide comprehensive faculty and staff development opportunities on learning, teaching, technology, and leadership.
- G. Sustain and advance the reputation of the community colleges of Iowa for excellence in teaching and learning.

Goal #2: The community colleges of Iowa will develop high-skilled workers to meet the demands of Iowa's economy.

Initiatives:

- A. Secure funding for development, equipment, and implementation of career and technology-based programs that have industry based standards to ensure graduates possess the necessary credentials for success in the workplace.
- B. Increase the delivery of entrepreneurship programs and services that prepare Iowans to establish and grow their own enterprises.
- C. Prioritize the addition or expansion of programs and courses to those directly related to high-skill high-wage careers in advanced manufacturing, information solutions, and life sciences and high demand occupations documented by regional and state employment studies.
- D. Continue to support a single point-of-contact process to serve business and industries needing specific training programs delivered through multiple community colleges.
- E. Develop a recruitment program to encourage students both in and out of Iowa to enroll in occupations identified in the Skills 2006 Surveys and subsequent regional and statewide needs assessments.

Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

Initiatives:

- A. Develop and implement an effective and coordinated strategy to achieve adequate funding.
- B. Secure sufficient funds to keep tuition at levels low enough to maximize educational access for students of all income levels.
- C. Restore the balance of funding, which supports community colleges through state and local revenue and student tuition.
- D. Develop a compensation package for community college faculty and professional staff salaries to be commensurate with the national average within five years.
- E. Seek support from business and industry for program development and student assistance.
- F. Seek support for professional development for faculty and staff.
- G. Expand the impact of business and industry advising groups on their related programs.

Goal #4: The community colleges of Iowa will demonstrate effectiveness and efficiency for achieving the system mission and goals.

Initiatives:

- A. Develop a set of agreed-upon performance indicators common to all community colleges.
- B. Continue to collect, verify, analyze, and publish meaningful community college information through the use of the MIS system.
- C. Collect one- and five-year implementation plans and annual accomplishments related to the statewide Strategic Plan from each community college and issue a statewide annual report.
- D. Identify, recognize and reward best practices and activities, which address the goals and initiatives of this plan.
- E. Foster Continuous Quality Improvement.
- F. Communicate effectively with the public on the success and value of Iowa's community colleges.

Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

Initiatives:

- A. Implement activities and services provided by the college and in the community that increase awareness of the importance of gender equity and ethnic diversity as it relates to the social and economic development of communities in a global society.
- B. Implement strategies to increase the awareness of K-12 students as to the opportunities available through careers that are non-traditional for their gender.
- C. Increase collaborative efforts among community colleges, school districts, and community based programs to target potential students in underrepresented populations (including persons from minority racial/ethnic groups, men and women in careers non-traditional for their gender, individuals with disabilities, the incarcerated, welfare participants, single parents and displaced homemakers, older and immigrant workers, and high school dropouts) in order to prepare them to be more productive workers.
- D. Replicate, enhance, and/or design exemplary programs to increase women and persons from minority racial/ethnic groups in leadership and faculty positions in collaboration with school districts, higher education, and business/industry and community based organizations.
- E. Design and implement retention strategies and opportunities to ensure that the faculty and staff meet the needs of underrepresented populations by utilizing research-based best practices and continuous assessment.
- F. Strengthen support systems that increase successful transfer and/or employment of persons from minority racial/ethnic groups and non-traditional students.
- G. Evaluate the effectiveness of strategies designed to reduce disparities in enrollment, retention, and graduation by gender and racial/ethnic background.
- H. Evaluate effectiveness of strategies to recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

Iowa Community College Performance Indicators

The 2001 “Shaping the Future- a Five-Year Plan for Iowa’s System of Community Colleges” included an initiative to “develop a set of agreed-upon performance indicators common to all community colleges”. A Community College Performance Task Force comprised of a community college President, a trustee, the IACCT Executive Director, a chief academic officer, a reporting officer, and representatives from the Departments of Education, Workforce Development and Economic Development was formed. Recommendations were made to the Department of Education after review by the Iowa Association of Community College Presidents and the Iowa Association of Community College Trustees. In November 2003, the State Board of Education approved the following eight (8) performance indicators to be collected on an annual basis.

1. Participation in credit career and technical education programs
2. Participation in credit arts and sciences programs
3. Total participation in non-credit programs
4. The proportion of the state’s adult population (18-64 years of age) enrolled in a community college course
5. The number of credit student awards
6. The number of basic skills certificates issued
7. The number of high school equivalency diplomas (GED) awarded
8. The proportion of high school credentials awarded by Iowa community colleges

The State Board of Education also directed the Department of Education to continue its work with the Task Force and to continue the investigation of indicators related to economic development, persistence, and student success after leaving the community college, as well of quantifiable goals for each performance indicator.

Career and Technical Education numbers include students who are enrolled in only a Career and Technical program as well as those who have enrolled in a combination of Career and Technical, College Parallel – Career Option or Arts and Sciences program.

Guiding Principles

- *Performance indicators should primarily provide a basis to report and to advocate for student learning needs.*
- *The set of performance indicators should be simple and few.*
- *Performance indicators will be utilized to summarize the community colleges’ statewide performance; their goal is to provide baseline information on the system as a whole.*
- *Performance indicators will encompass the comprehensive nature of the community college mission.*
- *Performance indicators will be consistent with other statewide accountability and performance measures and their determination.*
- *Performance indicators will build on existing data and will not place additional data burden on Community Colleges.*

7/31/2007

Iowa Department of Education

Division of Community Colleges and Workforce Preparation

Performance Indicators

Goal #1: The community colleges of Iowa will provide high -quality, comprehensive educational programs and services accessible to all Iowans.

Performance Indicators

1. Community College Credit Enrollment
2. Number of Students Enrolled in Credit Arts and Science Programs
3. Community College High School Enrollment
4. Percentage of State's Adult Population (18-64) Enrolled in a Community College Course
5. Statewide Articulation Agreement
6. New programs approved

Goal #1: The community colleges of Iowa will provide high quality, comprehensive educational programs and services accessible to all Iowans.

1. Community College Credit Enrollment

Year-end credit unduplicated headcount enrollments have increased 21,615 students (21.92%) from Fiscal Year 2001 to Fiscal Year 2005.

Credit Enrollment and Credit Hours Fiscal Year 2001 to Fiscal Year 2005

Fiscal Year	Credit Enrollment (Unduplicated Headcount)		Credit Hours	
	Headcount	Percent Change *	Hours	Percent Change *
2001	98,602	3.19%	1,443,319	2.82%
2002	105,719	7.22%	1,555,612	7.78%
2003	111,745	5.70%	1,660,544	6.75%
2004	116,439	4.20%	1,737,909	4.66%
2005	120,217	3.24%	1,782,189	2.55%

* Fiscal Year 2000 Credit Enrollment totaled 95,556; Credit Hours totaled 1,403,747.

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

2. Number of Students Enrolled in Credit Arts and Science Programs

Arts and Science programs include credit courses in College Parallel/Liberal General Studies/College Transfer, which are transferable to four-year institutions for completion of a baccalaureate degree and those that are included in career/technical curriculums that are applicable for employment on completion of curriculum

Participation in Credit Arts and Science Programs

Program	Fiscal Year				
	2001	2002	2003	2004	2005
Unduplicated Arts and Science Credit Enrollment	69,735	74,080	77,583	79,296	82,213

a. Definition: Participation in Credit Arts and Science Programs/Number of Unduplicated Students (Student Majors) Enrolled in Credit Arts and Science Programs (Fiscal Years 2001-2005)

b. Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education

c. Agency: Iowa Department of Education

d. Frequency: Annually Published Sources: Iowa Department of Education MIS Reports

3. Community College High School Enrollment

The high school student population is becoming a larger portion of the total student population. During Fiscal Year 2002, High School students accounted for 14.79% of the population and 6.93% of the credit hours. During Fiscal Year 2005, those proportions had grown to 19.05% and 9.15% respectively (Table 11).

High School Credit Enrollment and Credit Hours Fiscal Year 2002 to Fiscal Year 2005

Fiscal Year	Students			Credit Hours			Credits per Student
	HS	All	% of All	HS	All	% of All	
2002	15,633	105,719	14.79%	107,767.75	1,555,612.00	6.93%	6.89
2003	17,833	111,745	15.96%	122,754.85	1,660,544.00	7.39%	6.88
2004	21,050	116,439	18.08%	145,281.30	1,737,909.20	8.36%	6.90
2005	22,905	120,217	19.05%	163,051.75	1,782,187.15	9.15%	7.12

HS = High School Student Information, All = Total Student Information.

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

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Iowa Department of Education

Division of Community Colleges and Workforce Preparation

515-281-8260

Goal #1: The community colleges of Iowa will provide high quality, comprehensive educational programs and services accessible to all Iowans.

4. Percentage of State's Adult Population (18-64) Enrolled in a Community College Course

Proportion of State's Adult Population Enrolled in a Community College Course

The methodology for calculation of this indicator is under review by the statewide Community College Performance Indicator Task Force due to the increasing number of community college students who are 17 years and younger.

Proportion of State's Adult Population Enrolled in a Community College Course

Program	Fiscal Year				
	2001	2002	2003	2004	2005
Rate of Iowa's Adult Population Enrolled in Community College Courses	25.41%	24.93%	24.95%	23.89%	23.03%

- a. Definitions - Proportion of State's Adult Population Enrolled in a Community College Course (Fiscal Years 2001-2005)
--Numerator: Total Year-End Unduplicated Credit Enrollment and Non-Credit Unduplicated Enrollment
--Denominator: 2000 Census Total State Adult Population (18-64 years of age-website 2/7/2003)
(Example Ratio 44,385/1,755,794=23.03%)
(Approximately 1% of the State's Adult Population Enrollment in a Community College Course is over the age of 64)
- b. Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education
- c. Agency: Iowa Department of Education
- d. Published Sources: Iowa Department of Education MIS Reports

5. Statewide Articulation Agreement

The statewide AA Articulation agreement with the three regents institution was initially approved in 1981. It is annually renewed by the Community Colleges and Regents through LACTS and is reaffirmed on the spring LACTS conference. The seven statewide agreements (Associate of Arts Articulation, Voc/Tech Credit, Common Grading Symbols, Credit by Exam, Voc/Tech Programs in Electronics, Military Credit, Evaluations of International Student Academic Credentials) were reviewed and reaffirmed. A new articulation agreement for the Associate of Science Degree was presented for consideration. The community college arts and sciences deans with the support of the three Regent Universities have proposed the A.S. Degree articulation agreement. A motion was passed to have the LACTS committee continue study of the new agreement with a vote scheduled on the agreement at the next annual meeting in April 2007.

Goal #1: The community colleges of Iowa will provide high quality, comprehensive educational programs and services accessible to all Iowans.

6. New programs approved

	Number of New Programs		
	Fiscal Year		
	2003	2004	2005
New Programs	4	24	31

- a. Definition: Number of New Programs offered by Iowa Community Colleges (Fiscal Years 2003-2005)
b. Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education
c. Agency: Iowa Department of Education
d. Frequency: Annually Published Sources: Iowa Department of Education MIS Reports

Program Name
Accounting Management
Agricultural Production and Sustainable/Value Added
Agricultural Production/Sustainable/Value Added Technology
Animal Health/Veterinary Assistant Technology
Automotive Technology-AC Delco
Bioprocessing Engineering Ethanol Technology
Business Administration and Management
Clinical/Medical Laboratory Technology
Computer and Information Systems Security Technology
Computer Systems Networking and Telecommunications
Computer, Information Sciences, and Support Services Technology
Construction Technology
Electrical Technician
Financial Management
Health Unit Coordinator
Industrial Equipment Maintenance Technician
Landscaping and Groundskeeping Technology
Manufacturing Technology
Medical Transcription Management
Multiinterdisciplinary Technical Studies
Paramedic Specialist
Personal Health Improvement and Maintenance
Pharmacy Technician
Property/Building Maintenance Technician
Radiologic Technology
Web Page, Digital/Multimedia and Information Resources Design Technology
Web/Multimedia Management and Webmaster Technology

Goal #2: The community colleges of Iowa will develop high-skilled workers to meet the demands of Iowa's economy.

Performance Indicators

1. Number of Students Enrolled in Credit Career and Technical Education Programs
2. Number of Students Enrolled in Community College Non Credit Courses
3. Job Placement. – Credit Program Completers
4. Number of Basic Skills Certificates
5. Number of High School Equivalency Diplomas Awarded
6. Iowa Department of Economic Development Initiatives
7. One Source

Goal #2: The community colleges of Iowa will develop high-skilled workers to meet the demands of Iowa's economy.

1. Number of Students Enrolled in Credit Career and Technical Education Programs

Participation in Credit Career and Technical Education Programs

Program	Fiscal Year				
	2001	2002	2003	2004	2005
Unduplicated Career and Technical Credit Enrollment	30,990	34,389	37,348	40,037	41,191

- Definition: Participation in Credit Career and Technical Education Programs/Unduplicated Number of Students (Student Majors) Enrolled in Credit Career and Technical Education Programs (Fiscal Years 2001-2005)
- Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education
- Agency: Iowa Department of Education
- Frequency: Annually
- Published Sources: Iowa Department of Education Management Information System (MIS) Reports

2. Number of Students Enrolled in Community College Non Credit Courses

Total Participation in Community College Non-Credit Courses

Program	Fiscal Year				
	2001	2002	2003	2004	2005
Unduplicated Non-Credit Enrollment	347,578	331,948	326,334	302,994	294,668

- Definition: Total Participation in Community College Non-Credit Courses/Unduplicated Number of Students Enrolled in Community College Non-Credit Courses (Fiscal Years 2001-2005)
- Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education
- Agency: Iowa Department of Education
- Frequency: Annually
- Published Sources: Iowa Department of Education MIS Reports

3. Job Placement – Credit Program Completers

The following table indicates the number of credit award recipients whom have received a community college post secondary award (Degree, Certificate or Diploma) in a given fiscal year and the number of those recipients who are present in each quarter for a full year following the fiscal year of their award. Using the UI Wage records as a proxy for job placement has several limitations:

- Does not include people employed outside of Iowa
- Does not include federal workers (USPS, 5th largest employer in Iowa)
- Does not include military information
- Does not include self-employed (farming)

Award Recipients Working in Iowa (Preliminary Data)

Fiscal Year 2002-2004

Fiscal Year	Award Recipients	Jul-Sept		Oct-Dec		Jan-Mar		Apr-Jun	
		N	%	N	%	N	%	N	%
2002	11,889	8,662	72.86%	8,045	67.67%	8,016	67.42%	8,253	69.42%
2003	12,673	9,142	72.14%	8,664	68.37%	8,673	68.44%	8,981	70.87%
2004	12,982	9,333	71.89%	8,856	68.22%	8,810	67.86%	9,094	70.05%

Goal #2: The community colleges of Iowa will develop high-skilled workers to meet the demands of Iowa's economy.

4. Number of *Basic Skills Certificates*

Basic Skills Certificates

Number of Basic Literacy Skills Certificates Issued Through Iowa Community Colleges

Program Years 2002 to 2005

Program	Program Year			
	2002	2003	2004	2005
Basic Skills Certificates	4,435	5,037	6,737	6,306

- Definitions: (Program Year July 1-June 30). The number of Basic Literacy Skills Certificates issued in the subject areas of Reading, Mathematics and Writing for Comprehensive Adult Student Assessment System (CASAS Levels A-D).
- Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education
- Agency: Iowa Department of Education
- Frequency: Annually
- Published Sources: Iowa Department of Education, Program Year 2002-2005 Basic Literacy Skills Credential Program, Annual Report

5. Number of *High School Equivalency Diplomas Awarded*

High School Equivalency Diplomas (GED)

Number of High School Equivalency Diplomas (GED) Issued Through Iowa Community Colleges

Program Years 2002 to 2005

Program	Program Year			
	2002	2003	2004	2005
High School Equivalency Diplomas (GED)	6,675	3,675	3,947	4,065

- Definitions: (Program Year July 1-June 30). The number of Basic Literacy Skills Certificates issued in the subject areas of Reading, Mathematics and Writing for Comprehensive Adult Student Assessment System (CASAS Levels A-D).
- Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education
- Agency: Iowa Department of Education
- Frequency: Annually
- Published Sources: Iowa Department of Education, Program Year 2002-2005 Basic Literacy Skills Credential Program, Annual Report

The Adult Literacy Program enrollments were 54 percent female and 46 percent male in program year 2005. The racial/ethnic background of adult literacy program enrollments consisted of 2% American Indian, 7% Asian, 10% Black, 28% Hispanic and 53% White students. These numbers reflect gender and racial/ethnic make-up of the entire Adult Literacy Program; they do not represent specifically the Basic Skills program or the GED Program.

Improvements to the collection of program completer demographic data is in progress, and will allow a gender and racial/ethnic breakdown for students receiving specific Adult Literacy Program awards in future reports.

Source: Iowa's Adult Literacy Program National Reporting System, Annual Performance Report, Program Year 2005.

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Iowa Department of Education

Division of Community Colleges and Workforce Preparation

515-281-8260

Goal #2: The community colleges of Iowa will develop high-skilled workers to meet the demands of Iowa's economy.

6. Iowa Department of Economic Development Initiatives

Iowa Industrial New Jobs Training Programs (260E) assist businesses that are creating new positions or new jobs in the State of Iowa. The community college district in which the new or expanding business is located issues training certificates (bonds) to pay for the training costs. Flexible funding may be utilized to meet a variety of training and employee development needs.

Iowa Industrial New Jobs Training Programs (260E)

Fiscal Year	Credit		Non-Credit	
	Students	Credit Hours	Students	Contact Hours
2001	23	69.00	7,614	356,920.60
2002	2	34.00	6,461	152,783.24
2003	84	178.00	5,286	83,308.33
2004	8	98.00	4,378	80,639.75
2005	14	70.00	5,292	125,608.01

Iowa Jobs Training Programs (260F) foster growth and competitiveness of Iowa's business and industry by building workforce skills and expertise. Customized training programs are developed for current employees.

Iowa Jobs Training Programs (260F)

Fiscal Year	Credit		Non-Credit	
	Students	Credit Hours	Students	Contact Hours
2001	54	54.00	11,234	222,000.75
2002	29	29.50	6,380	108,319.84
2003	100	304.00	10,203	124,707.69
2004	49	122.00	9,633	136,173.14
2005	72	144.00	9,232	142,400.35

Accelerated Career Education (ACE 260G) supports the development or expansion of educational programs that address critical workforce needs. The legislation contained three components: infrastructure, program job credits, and student aid.

Accelerated Career Education (260G)

Fiscal Year	Credit		Non-Credit	
	Students	Credit Hours	Students	Contact Hours
2001	1,005	17,123.50	84	4,272.00
2002	1,318	22,550.00	1,269	118,435.40
2003	1,333	24,753.00	4	369.60
2004	1,931	39,088.00	38	328.20
2005	2,579	51,847.00	27	4,513.30

7. One Source courses and enrollments

One Source Training is the partnership of Iowa's 15 community colleges to deliver training on a statewide basis.

Year	Classes	Students	Contact Hours
2004	326	1,068	27,493
2005	215	3,299	8,267

Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

Performance Indicators

1. Fund 1 – Total Revenues and Total Expenditures
2. Revenues and Expenditures by FTEE
3. State General Aid vs. Credit Student Enrollment
4. Tuition Trends
5. Iowa Tuition vs. Surrounding States and National Average
6. Iowa Faculty Salary vs. National Average

Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

1. Fund 1 Total Revenues and Total Expenditures

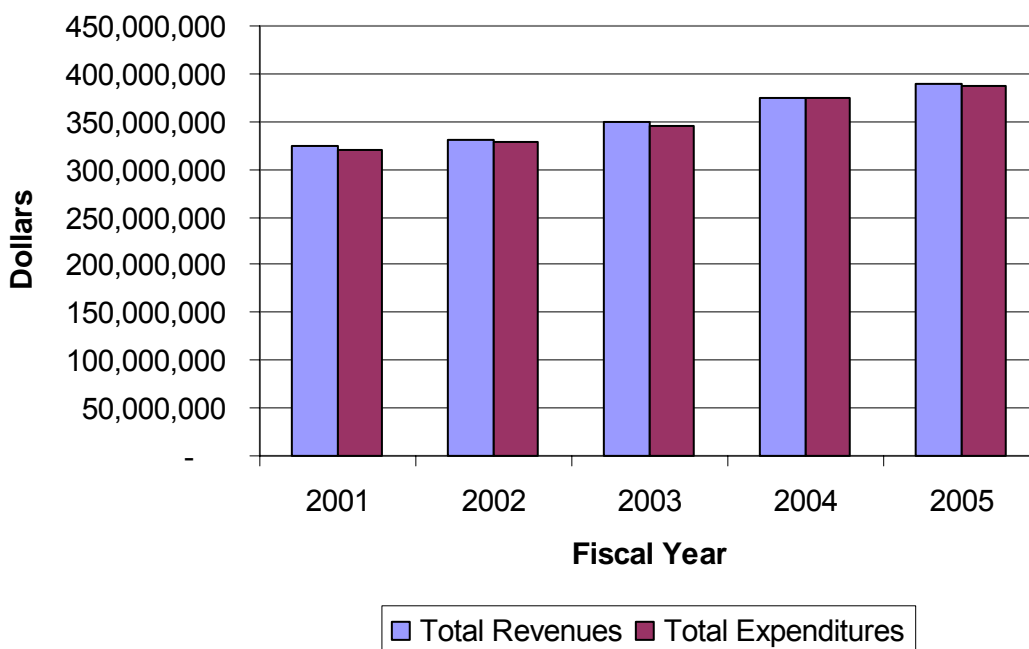
Total revenues and total expenditures for Fund 1 have continued to increase over the past five years. When comparing the percentage increase in total revenues to the total increase in expenditures, they have continually increased at approximately the same rate.

Fund 1 Total Revenues and Total Expenditures
Fiscal Year 2001 to Fiscal Year 2005

Fund 1	Fiscal Year				
	2001	2002	2003	2004	2005
Total Revenues	\$324,319,138	\$331,489,445	\$349,168,834	\$374,231,104	\$389,730,597
Total Expenditures	\$320,921,214	\$329,227,173	\$345,950,882	\$374,628,841	\$387,754,143

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education, Annual Report, Unrestricted General Fund, AS-15E, Fund 1.

Fund 1 Total Revenues and Total Expenditures
Fiscal Year 2001 to Fiscal Year 2005



Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

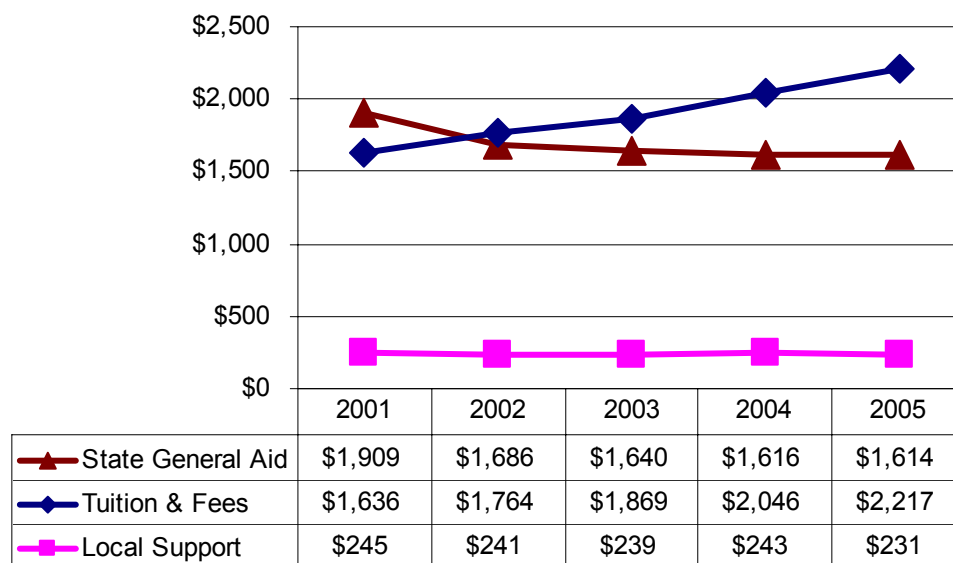
2. Revenues and Expenditures by FTEE

Revenues and Expenditures by FTEE Fiscal Year 2001 to Fiscal Year 2005

Fiscal Year	FTEE	Total Revenues	Revenues by FTEE	Expenditures	Expenditures by FTEE
2001	77,314.21	\$324,319,138	\$4,194.82	\$320,921,214	\$4,150.87
2002	81,583.54	\$331,489,445	\$4,063.19	\$329,227,173	\$4,035.46
2003	84,502.34	\$349,168,834	\$4,132.06	\$345,950,882	\$4,093.98
2004	84,699.42	\$374,231,104	\$4,418.34	\$374,628,841	\$4,423.04
2005	86,614.34	\$389,730,597	\$4,499.61	\$387,754,143	\$4,476.79

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education, Annual Report, Unrestricted General Fund, AS-15E, Fund 1.

Revenues by FTEE Fiscal Year 2001 to Fiscal Year 2005



Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education

Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

3. State General Aid Change Compared to Credit Student Enrollment Change

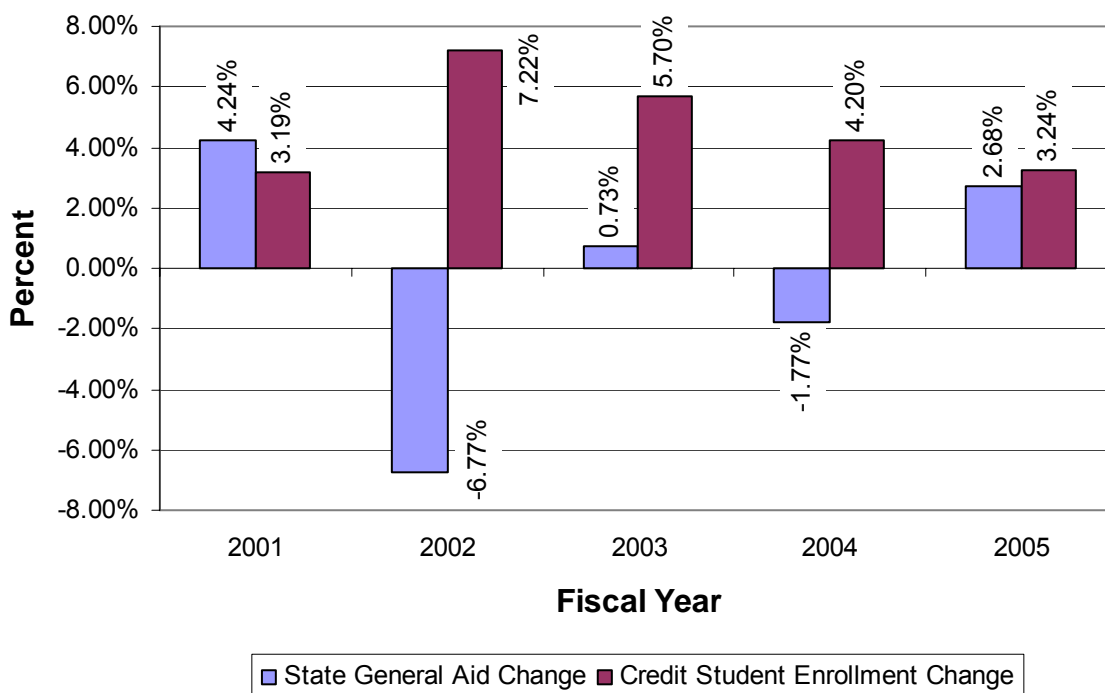
State General Aid Change Compared to Credit Student Enrollment Change
Fiscal Year 2001 to Fiscal Year 2005

Fiscal Year	State General Aid		Credit Student Enrollment	
	N	%Δ	N	%Δ
2001	\$147,577,403	4.24%	98,602	3.19%
2002	\$137,585,680	-6.77%	105,719	7.22%
2003	\$138,585,680	0.73%	111,745	5.70%
2004	\$136,127,396	-1.77%	116,439	4.20%
2005	\$139,779,244	2.68%	120,217	3.24%

Fiscal Year 2000 State General Aid totaled \$141,577,403 and Credit Student Enrollment Totaled 95,556

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education, 2005 Condition of Community Colleges.

State General Aid Change compared to Credit Student Enrollment Change
Fiscal Year 2001 to Fiscal Year 2005



Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

4. Tuition Trends

The annual average Full-Time resident tuition has increased from \$1,644 in Fiscal Year 1997 to \$2,916 in Fiscal Year 2006, up more than 75%. The state average annual full-time resident tuition has been consistently higher than the national average over the eight years the national data is available for as shown in the chart and graph below.

**Annual Iowa Community College Full-Time* Resident Tuition
Academic Year 96-97 to Academic Year 05-06**

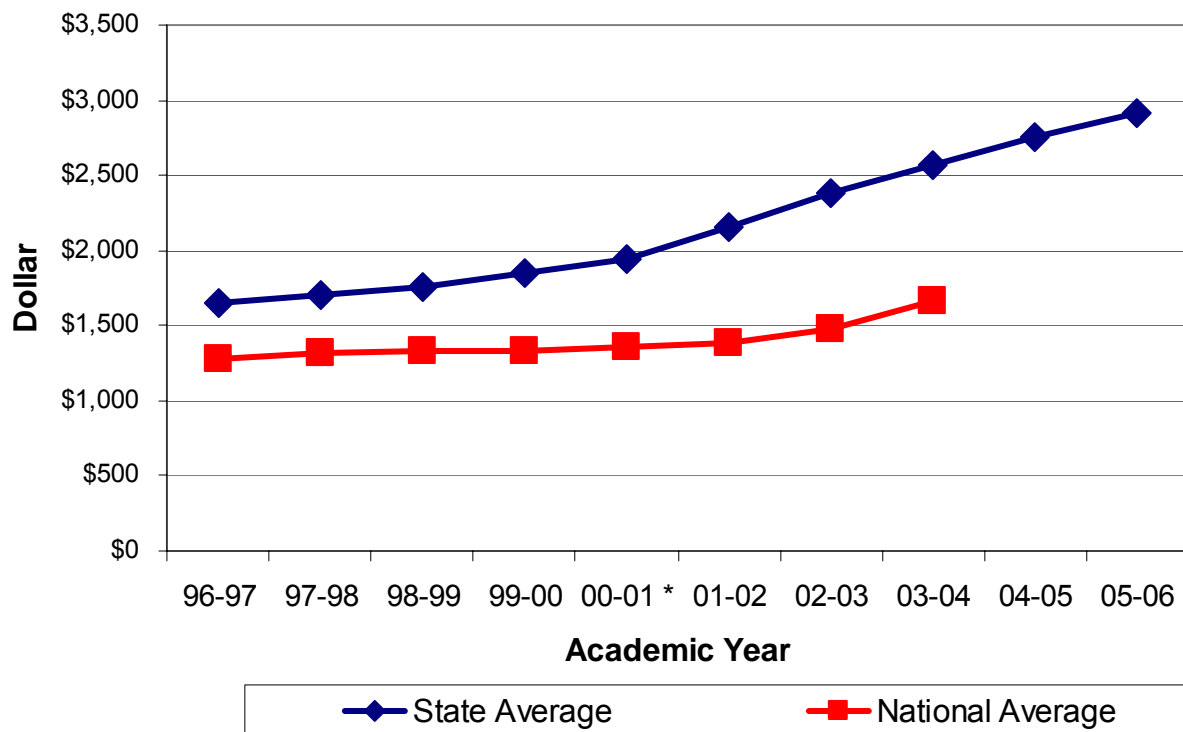
Academic Year	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06
State Average	\$1,644	\$1,698	\$1,762	\$1,856	\$1,937	\$2,162	\$2,378	\$2,571	\$2,754	\$2,916
National Average	\$1,283	\$1,318	\$1,328	\$1,336	\$1,359	\$1,379	\$1,479	\$1,670	NA	NA

*Fall 2001 tuition, does not include mid year increases.

NA – Information not available at this time.

Source: Table1 "Annual Iowa Community College Full-Time Resident Tuition", 2005-2006 Academic Year, Iowa Community Colleges, Tuition and Fees Report.

**Annual Iowa Community College Full-Time* Resident Tuition
Academic Year 96-97 to Academic Year 05-06**



*Fall 2001 tuition, does not include mid year increases.

National Data not available for Academic Year 04-05 and Academic Year 05-06.

Source: Table1 "Annual Iowa Community College Full-Time Resident Tuition", 2005-2006 Academic Year, Iowa Community Colleges, Tuition and Fees Report.

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Iowa Department of Education

Division of Community Colleges and Workforce Preparation

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Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

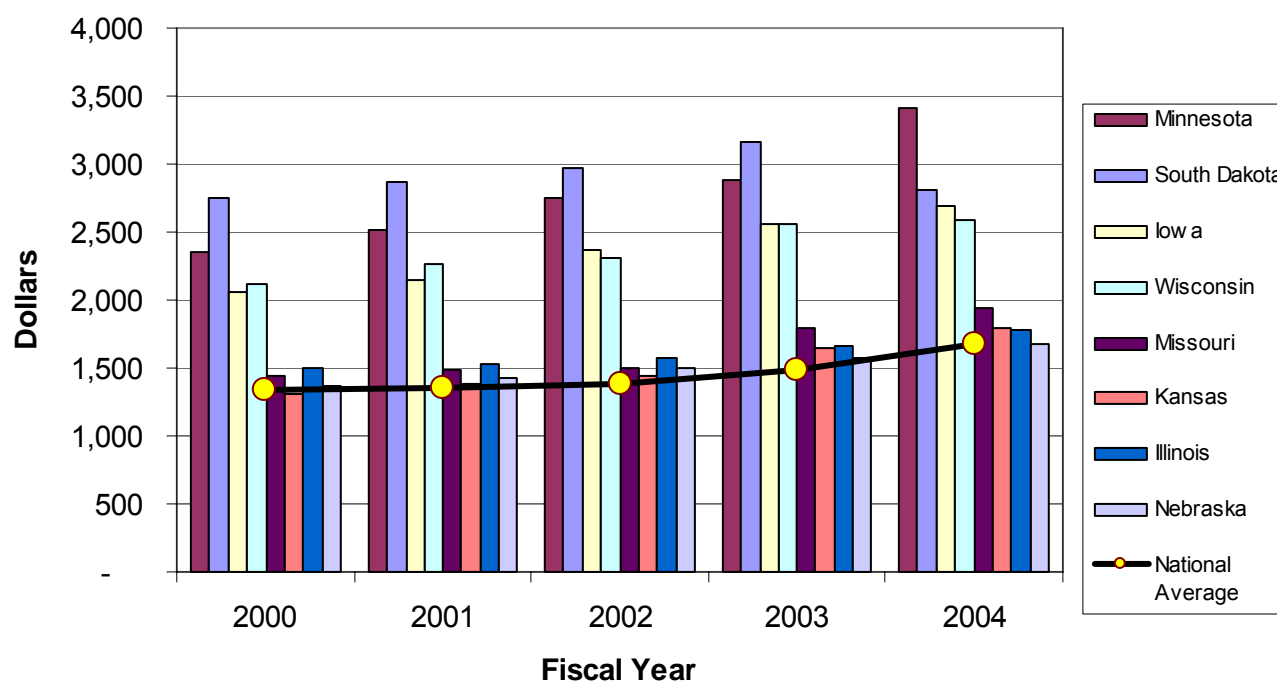
5. Iowa Tuition Compared to Surrounding States and National Average

Iowa Tuition Compared to Surrounding States and National Average Fiscal Year 2000 to Fiscal Year 2004

State	Fiscal Year				
	2000	2001	2002	2003	2004
Minnesota	\$2,359	\$2,512	\$2,746	\$2,880	\$3,414
South Dakota	\$2,747	\$2,861	\$2,964	\$3,167	\$2,812
Iowa	\$2,060	\$2,149	\$2,362	\$2,559	\$2,686
Wisconsin	\$2,118	\$2,262	\$2,310	\$2,555	\$2,583
Missouri	\$1,443	\$1,482	\$1,498	\$1,792	\$1,940
Kansas	\$1,310	\$1,379	\$1,441	\$1,640	\$1,792
Illinois	\$1,502	\$1,534	\$1,569	\$1,662	\$1,783
Nebraska	\$1,372	\$1,425	\$1,498	\$1,567	\$1,678
National Average	\$1,336	\$1,359	\$1,379	\$1,479	\$1,670

Source: Table 6 & Table 7 "Annual Iowa Community College Full-Time Resident Tuition", 2005-2006 Academic Year, Iowa Community Colleges, Tuition and Fees Report.

Iowa Tuition Compared to Surrounding States and National Average Fiscal Year 2000 to Fiscal Year 2004



Goal #3: The community colleges of Iowa will maximize financial and human resources to assure provision of comprehensive community college services to Iowans and to allow Iowa to compete on a national and international level.

6. Iowa Faculty Salaries vs. National Average

Comparison of Iowa and National Salaries

According to the following table, Iowa Community College full-time faculty members are paid on average 80.3% of the national average for 2-year public institutions. This represents a rebound compared with the trend from 1995 to 2002. According to Figure 62, while both the national and Iowa average salaries are rising, the gap between the national average salary and Iowa average salary appears to be growing.

Note: The Chronicle does not publish the salary information every single year, creating gaps in the comparative data.

**Comparison of Iowa and National Salaries Average Full-Time
Faculty Members Public Two-Year Institutions
Fiscal Year 1995 through Fiscal Year 2004**

Fiscal Year	2-Year Public Institutions		
	National	Iowa	
	Salary	Salary	% of National
1995	\$42,101	\$34,634	82.26%
1996	\$43,295	\$35,726	82.52%
1998	\$45,919	\$37,460	81.58%
1999	\$47,285	\$38,334	81.07%
2000	\$48,240	\$38,950	80.74%
2002	\$50,837	\$40,431	79.53%
2004	\$53,080	\$42,624	80.30%

*Chronicle of Higher Education Almanac issue repeated previous year data; therefore data for all fiscal years is not available.
Source: The Chronicle of Higher Education Almanac Issues 1997 through 2006.

Goal #4: The community colleges of Iowa will demonstrate effectiveness and efficiency for achieving the system mission and goals.

Performance Indicators

1. **The MIS** – The community college MIS reporting system is utilized to generate data tables for many reports annually.
 - a. [2005 Condition of Community Colleges](#)
 - b. 2005 Fall Credit Enrollment Report
 - c. 2005 High School Enrollment Report
 - d. Fiscal Year 2005 Financial Reports
 - e. Legislative Fiscal Bureau Requests
 - f. Fiscal Notes
 - g. Community College Profiles, Fall 2005/Spring 2006

2. **Accreditation Visits** – the state community college accreditation processes has been redesigned to more efficiently and effectively align with current regional and local standards. Some of these changes have been affected by the emergence of the AQIP accreditation model.

Fiscal Year	Comprehensive	Interim
2003	WITCC, ICCC	-
2004	NIACC	ILCC
2005	NCC	SCC
2006	SWCC	IWCC, KCC
2007	NICC, IVCCD, HCC, EICCD, DMACC	-

3. **Rules Task Force** – A major revision to the statewide accreditation process, administrative rules, and guidelines were developed through a task force coordinated by the Division of Community Colleges and Workforce Preparation. The public hearing on the proposed rules will be held on June 29, 2006. The revised process is designed to incorporate the Higher Learning Commission's (HLC) Academic Quality Improvement Process (AQIP).
4. **MIS SWAT Team** – The Department of Education has convened a Management Information System (MIS) SWAT team to review and recommend changes/enhancements on the community college MIS, including new and revised data elements and their definitions.
5. **Human Resources MIS Task Force** – The Department of Education has convened a Human Resources MIS Task Force to work specifically on the refinements of the human resource reporting components of the MIS, consistent with the accreditation faculty credential requirements.
6. **Administrative Records Match** – The Department of Education is developing the capacity to utilize a data match between Iowa Workforce Development (IWD) 's Unemployment Insurance (UI) records system and the community college MIS to determine job placement and retention of Iowa community college students and graduates in Iowa. Additionally access to the National Student Data Clearinghouse will enable tracking community college students as they transfer to other colleges and universities.
7. **Strategic Plan Measures** – The Department of Education is coordinating the development of a proposed set of quantitative measures for the Community College Statewide Strategic Plan.

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Iowa Department of Education

Division of Community Colleges and Workforce Preparation

Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

Performance Indicators

1. Enrollments by Gender
2. Enrollments by Race/Ethnicity
3. Growth of Minority Population
4. Program by Gender and Race/Ethnicity by Arts and Sciences, Career & Technical Education
5. Award Rates by Gender and Race/Ethnicity
6. Employees by Gender
7. Employees by Race/Ethnicity

Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

1. Enrollments by Gender

Iowa Community Colleges have remained rather consistent over the last 6 years with 42% male and 58% female. Nationally, Public Community Colleges have an identical gender makeup of 42% male and 58% female. Iowa High Schools have a different gender balance of 51% male and 49% female.

TABLE 6 – Credit Student Gender
Fiscal Year 2001 to Fiscal Year 2005

Community College					
Fiscal Year	Male		Female		Total
	N	%	N	%	
2001	42,241	42.85%	56,330	57.15%	98,571
2002	45,010	42.62%	60,594	57.38%	105,604
2003	47,213	42.31%	64,377	57.69%	111,590
2004	49,160	42.25%	67,201	57.75%	116,361
2005	50,762	42.26%	69,360	57.74%	120,122

Iowa High School					
Fiscal Year	Male		Female		Total
	N	%	N	%	
2001	79,153	51.04%	75,920	48.96%	155,073
2002	78,992	51.34%	74,864	48.66%	153,856
2003	78,073	51.31%	74,074	48.69%	152,147
2004	78,108	51.20%	74,457	48.80%	152,565
2005	79,065	51.29%	75,085	48.71%	154,150

N=Students, %=Percentage of Total

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education

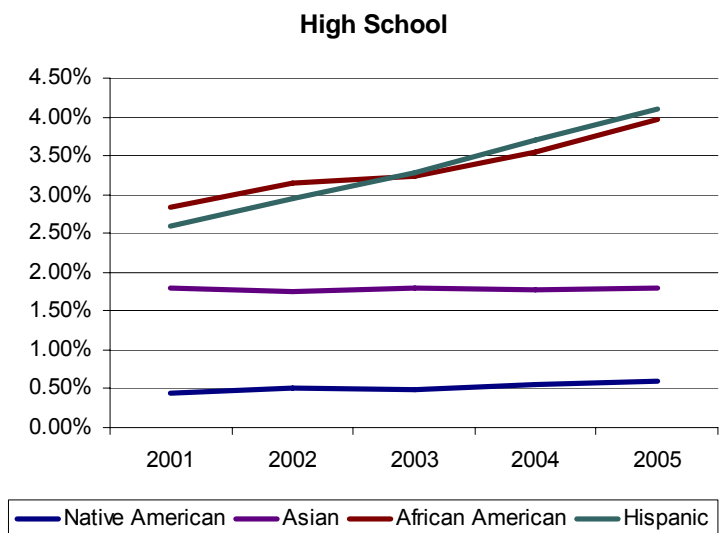
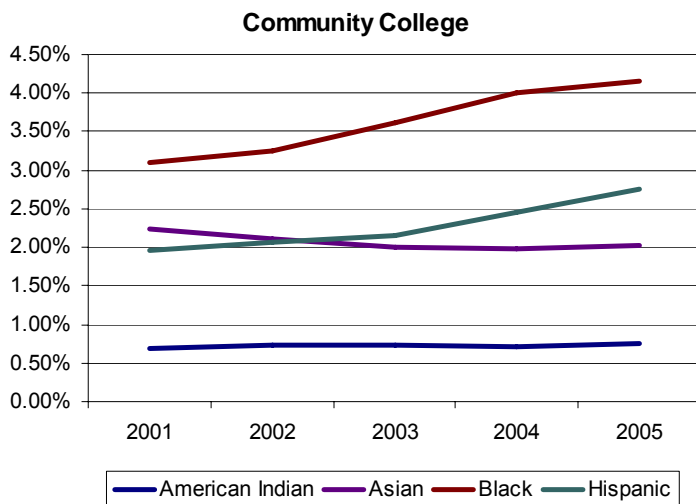
Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

2. Enrollments by Race/Ethnicity

Iowa Community Colleges have remained rather consistent over the last 6 years with 42% male and 58% female. Nationally, Public Community Colleges have an identical gender makeup of 42% male and 58% female. Iowa High Schools have a different gender balance of 51% male and 49% female.

Community Colleges					
	2001	2002	2003	2004	2005
American Indian	0.68%	0.73%	0.73%	0.72%	0.75%
Asian	2.25%	2.10%	2.01%	1.99%	2.02%
Black	3.10%	3.26%	3.62%	4.01%	4.15%
Hispanic	1.96%	2.07%	2.16%	2.45%	2.76%
White	92.01%	91.84%	91.48%	90.83%	90.32%
Total Reporting	100%	100%	100%	100%	100%

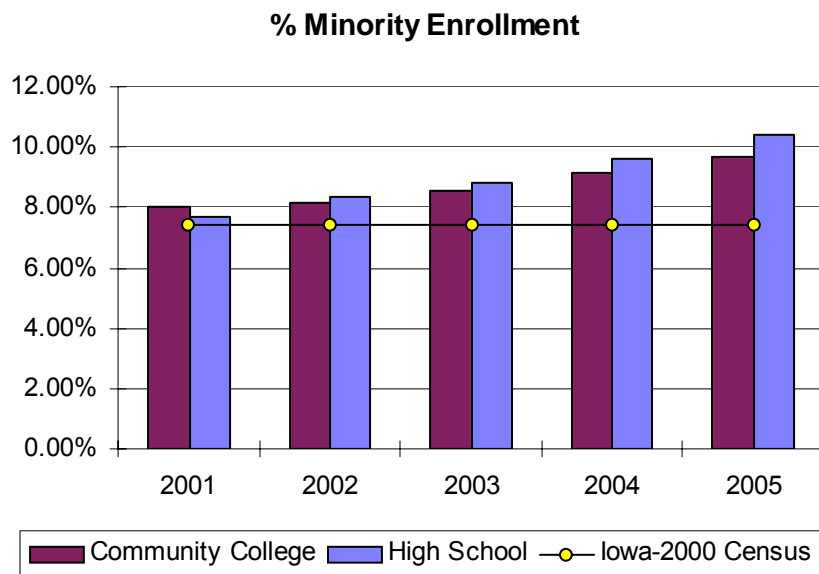
Iowa High Schools					
	2001	2002	2003	2004	2005
Native American	0.44%	0.50%	0.49%	0.56%	0.59%
Asian	1.80%	1.75%	1.80%	1.78%	1.80%
African American	2.83%	3.15%	3.24%	3.55%	3.96%
Hispanic	2.59%	2.94%	3.27%	3.70%	4.09%
White	92.34%	91.66%	91.21%	90.41%	89.56%
Total 9-12	100%	100%	100%	100%	100%



Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

3. Growth of Minority Population

Minority students comprise 9.68% of the total community college enrollment in fiscal year 2005. According to the 2000 census 7.58% of the population was of a minority racial/ethnic background. High School enrollments are similarly more diverse with 10.42% minority students.



Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

4. Program by Gender and Race/Ethnicity by Arts and Sciences, Career & Technical Education

	A&S		CTE		Both	
	N	%	N	%	N	%
Total	75,171	64.56%	37,143	31.90%	4,125	3.53%
Gender						
Male	31,900	42.44%	15,899	42.80%	1,361	32.99%
Female	43,255	57.54%	21,182	57.03%	2,764	67.01%
Race/Ethnicity						
White	61,989	82.46%	32,125	86.49%	3,570	86.55%
African American	2,817	3.75%	1,286	3.46%	213	5.16%
Hispanic	1,677	2.23%	857	2.31%	95	2.30%
Asian	1,616	2.15%	479	1.29%	48	1.16%
American Indian	433	0.58%	316	0.85%	24	0.58%

5. Award Rates by Gender and Race/Ethnicity

	FY2000	FY2001	FY2002
Total Cohort	41.62%	41.65%	41.06%
Gender			
Male	41.36%	40.51%	39.57%
Female	41.88%	42.97%	42.69%
Race/Ethnicity			
White	43.15%	43.23%	42.75%
African American	21.67%	22.95%	21.45%
Hispanic	33.85%	28.50%	31.61%
Asian	31.85%	24.49%	31.08%
American Indian	28.17%	31.37%	38.36%

Goal #5: The community colleges of Iowa will recruit, enroll, retain to completion or graduation persons of underrepresented groups in all programs. Recruit and retain persons from minority racial/ethnic groups in faculty and administrative roles.

6. Employees by Gender

Employee Gender Percentage
Fiscal Year 2001 to Fiscal Year 2005

Fiscal Year	Male	Percent Male	Female	Percent Female	Total *
2001	4,941	41.97%	6,829	58.00%	11,774
2002	5,239	41.97%	7,247	58.01%	12,488
2003	5,111	41.51%	7,201	58.48%	12,313
2004	5,129	41.03%	7,369	58.94%	12,502
2005	5,060	41.15%	7,208	58.61%	12,298

*Unknown included in the total, but not shown above. Fiscal Year 2001, Unknowns totaled 4 (0.03%);

Fiscal Year 2002, Unknowns totaled 2 (0.02%); in Fiscal Year 2003, Unknowns totaled 1 (0.01%); in Fiscal Year 2004, Unknowns totaled 4 (0.03%); and in Fiscal Year 2005, unknowns totaled 30 or 0.24%.

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.

7. Employees by Race/Ethnicity

Employee Racial/Ethnic Background
Fiscal Year 2001 to Fiscal Year 2005

Fiscal Year	American Indian	Asian	Black	Hispanic	White	Unknown No Response	Total
2001	23	124	161	103	10,056	1,307	11,774
2002	30	167	175	131	10,708	1,277	12,488
2003	31	161	184	124	10,514	1,299	12,313
2004	27	172	217	139	10,493	1,454	12,502
2005	27	142	240	161	10,578	1,150	12,298

Source: Iowa Department of Education, Bureau of Community Colleges and Career and Technical Education.